

Exhibit 1, Chris Haines

DECLARATION OF CHRIS HAINES

My name is Chris Haines. I declare under penalty of perjury and upon my personal knowledge that the following is true and correct. I am the Vice President of Tolteca Enterprises Inc., dba The Phoenix Recovery Group. As such I am familiar with the proceedings in the Hackler case and surrounding circumstances. When Plaintiff's counsel proposed a settlement for \$20,000 the company was not able to financially afford that. Tolteca consulted with a bankruptcy lawyer but decided to tough this out and work through this case. Later on during this litigation, the company laid off 50% of its staff and obtained a Payroll Protection Program cash infusion. To try to settle this case and move on, \$55,000 was offered to settle. Tolteca believes the amount was very fair but Plaintiff's counsel was difficult about reaching a compromise and settlement. Also, the finances of the company improved after Frank Gamboa, my brother, finished his divorce case with my sister in law, Venessa. In the division of property, Venessa was awarded shares in Tolteca. Venessa and I have earnestly sought to stabilize the company and as part of that effort, Tolteca sought to settle this case for \$55,000 an amount that was feasible for Tolteca to pay given some installment payment terms. It is true that Tolteca's software was not able to generate names and addresses of possible class members. Tolteca uses a bulk mailer named Focus One who was told to gather names and addresses to provide that information to Plaintiff's counsel. Focus One did provide the information which was turned over to Plaintiff's counsel. As further evidence of cooperation, Tolteca turned over financial information (tax information and financial data under seal and in confidence) to Plaintiff's counsel. Tolteca did nothing egregious in this case. Tolteca has striven to cooperate in this lawsuit and believes that it did so in an equitable manner. The matters about which Plaintiff complained have been corrected. Imposing 30x the class benefit in attorney fees and shifting noticing costs onto Tolteca would be unfair, punitive, unreasonable, financially onerous and crippling. Our counsel is charging \$300/hr for his representation in this lawsuit.

Dated: July 13, 2021.

Chris Haines

Chris Haines, VP

Exhibit 2, Tom Clarke

DECLARATION OF THOMAS A. CLARKE

I declare the following statements are true and correct under penalty of perjury.

I am the attorney for Tolteca Enterprises Inc., in the above case. I am licensed to practice law in the State of Texas and admitted to the Fifth Circuit Court of Appeals, the United States District Court for the Western, Eastern, Southern and Northern Districts of Texas, the United States District Court for Colorado and the United States District Court of Ohio, Columbus Division. In my legal opinion and based on my training, education and experience, \$500 / hr is not reasonable in this case where there was no jury trial, no depositions, and no in person court proceedings or discovery sanctions. \$350 / hr would be reasonable. I am charging Tolteca \$300 / hr.

I have reviewed the State Bar of Texas Dept of Research & Analysis from 2016 and believe that it supports my opinion. *See, Attached*

I believe the arguments set out in Tolteca's response about attorney fees and costs are sound and the amount claimed by Plaintiff's counsel is unreasonable and unfair under the totality of circumstances. I believe 30x the class award for fees is exorbitant and should be reduced by the court. I believe \$101,000 for class counsel is unreasonable and excessive for all the arguments set forth in the Response. I believe there is no compelling reason to shift class noticing costs onto my client. That is a cost that class counsel should bear.

I informed class counsel from the beginning of this lawsuit that my client had a meager net worth and my client provided adequate proof of its low net worth.

Dated: July 14, 2021.

S/Thomas A. Clarke

Exhibit 3, State Bar Survey

2015 HOURLY RATE FACT SHEET

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS



2015 HOURLY RATE FACT SHEET

Published August 2016

Analysis by Invariance Dynamics Consulting – Nils Greger Olsson, PhD

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Introduction

This hourly rate report is published periodically about the economics of law practice in Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2015 on March 21, 2016. A goal of the survey was to obtain information on hourly rates charged in 2015 by Texas attorneys.

This report presents the data collected on the hourly rates of 4,260 licensed and practicing, full-time private practitioners who provided hourly rate information for the calendar year 2015. The report provides detailed breakdowns of hourly rates by sex, race, ethnicity, age, law firm size, years of experience, area of practice, and region of the state. A comparison to 2013 hourly rates is also provided for select demographics.

The questionnaire was emailed on March 21, 2016, to all active State Bar of Texas attorneys who have not opted out of taking surveys (N = 94,150). The survey's response rate was 12.5 percent, with a total of 11,793 attorneys responding to at least a portion of the survey. A more detailed description of the methodology and a copy of the questionnaire are included at the end of this report (Appendix A).

This report on hourly rates displays the median hourly rates by category. The median hourly rate is the preferred measure of average hourly rates, rather than the mean, because it more accurately represents the typical rates. Rates are only reported on categories with 6 or more responses.

2015 HOURLY RATE FACT SHEET

2015 and 2013 Overall Hourly Rates¹: Distribution Statistics

This *distribution statistics* table on the right shows the following statistics of 2015 hourly rates:

- i. The **mean (average)**: of reported hourly rates.
- ii. The **75th percentile**²: 75 percent of attorneys charge at or less.
- iii. The **median (50th percentile)**: the hourly rate charged at the midpoint of a rank ordering of attorneys' rates (50 percent of attorneys charge the median or less).
- iv. The **25th percentile**, the rate that 25 percent of attorneys charge at or less than.

When possible, the 2013 hourly rate medians are shown for the comparison.

¹If an attorney's hourly rate varied by area of practice, a simple average for that attorney was calculated.

2015 Hourly Rate	Private Practitioners (n = 4,260)
Average (Mean)	\$288
75th Percentile	\$350
Median (50th Percentile)	\$260
25th Percentile	\$200

2013 Hourly Rate	Private Practitioners (n = 4,951)
Median	\$242
Increase or decrease in medians (2015 - 2013)	\$18
Percent change in medians (2015 - 2013) / 2013	7.4%

Hourly Rate Summary Findings

Below are summary findings from the 2015 survey. Articles will be published in the *Texas Bar Journal* to provide detailed information on notable findings.

All hourly rate information provided in this report is for full-time private practitioners only.

Hourly Rates by Demographic Category

- The median hourly rate reported for all full-time private practitioners increased by 7.4 percent (\$242 to \$260) from 2013 to 2015.
- The median hourly rate reported for women attorneys increased by 9.6 percent (\$228 to \$250) from 2013 to 2015. This compares to a 11.3 percent (\$247 to \$275) increase for male attorneys.
- The median hourly rate reported for racial minority attorneys increased by 14.7 percent (\$218 to \$250) from 2013 to 2015. This compares to a 6.1 percent increase (\$245 to \$260) for white attorneys.
- There is a direct relationship between median hourly rates and years of experience, age, and firm size. Information on median hourly rates reported in 2015 for these categories include:
 - Years of experience: Rates increase as attorneys obtain more experience. In 2015, rates ranged from \$200 for attorneys who had 2 or less years of experience to \$300 for attorneys who had more than 25 years of experience.
 - Age: Rates increase as attorneys age. In 2015, rates ranged from \$180 for attorneys who were 21 to 25 years of age to \$300 for attorneys who were more than 65 years of age.
 - Firm size: Rates increase as firm sizes increase. In 2015, rates ranged from \$250 for attorneys who worked as solo practitioners to \$425 for attorneys who were in firms with more than 400 attorneys.
- Detailed information on hourly rates reported by practice area can be found on pages 6-7, and 9-11.

Hourly Rates by Geographic Region

- Overall median hourly rate findings by geographic region include:
 - All metropolitan regions: Rates for attorneys in metropolitan regions increased by 8.2 percent (\$243 to \$263) from 2013 to 2015.
 - Non-metropolitan areas: Rates for attorneys in non-metropolitan areas increased by 20.6 percent (\$199 to \$240) from 2013 to 2015.
 - Out of state/country: Rates for attorneys out of state/country increased by 9.7 percent (\$269 to \$295) from 2013 to 2015.
- Detailed information on hourly rates by geographic region can be found on pages 8-13.

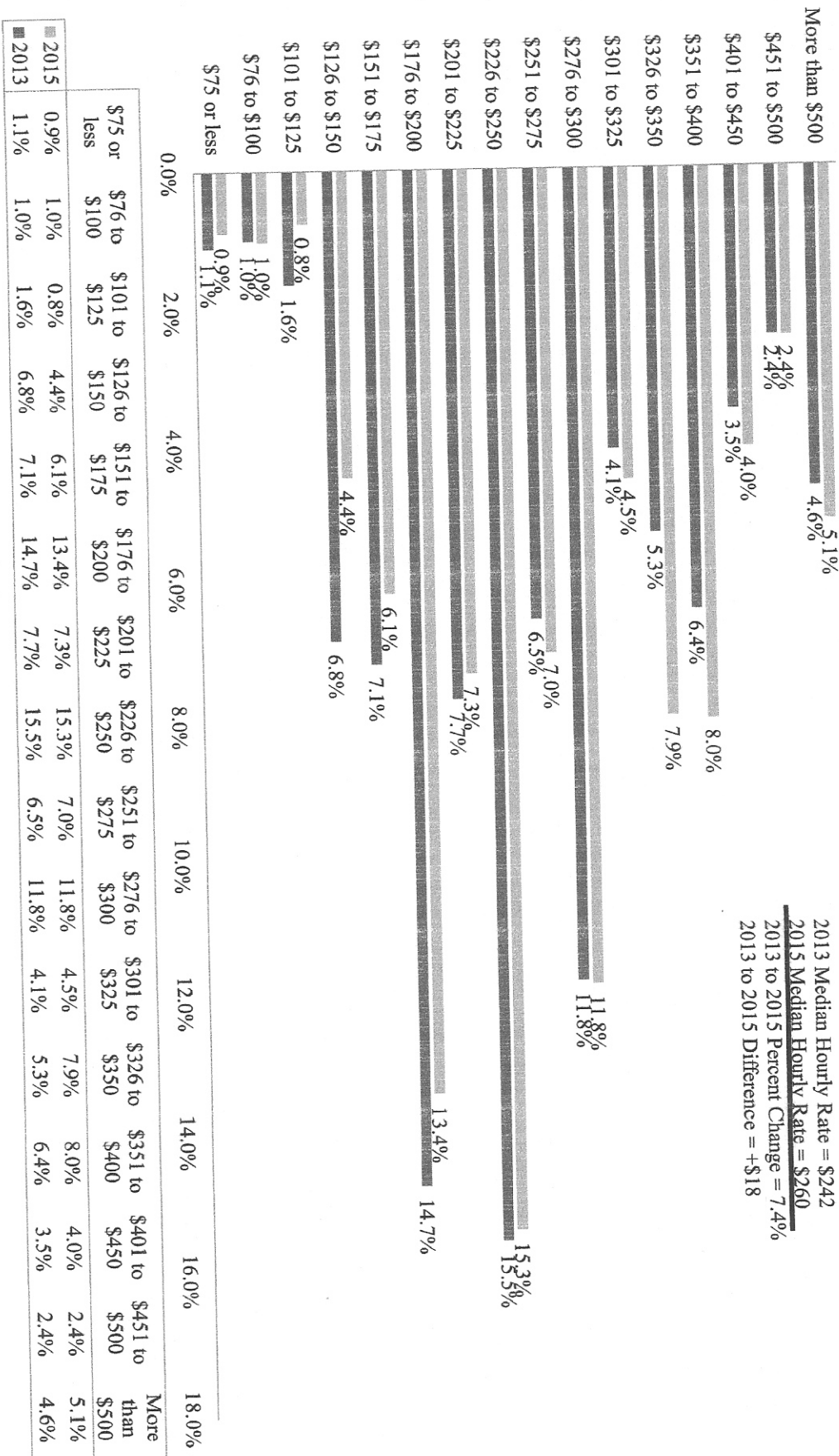
2015 HOURLY RATE FACT SHEET

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2015 HOURLY RATE FACT SHEET

Median Hourly Rates by Demographic Category Hourly Rate Ranges of 2015 and 2013 – Full-Time Private Practitioners



*Note: If an attorney's hourly rate varied by area of practice, a simple average was calculated.

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category 2013 and 2015 Median Hourly Rate by Sex, Race, and Ethnicity

All Full-Time Private Practitioners	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Full-Time attorneys	\$242 (N = 4,951)	\$260 (N = 4,260)	\$18	7.4%
Sex				
Male	\$247 (N = 3,271)	\$275 (N = 2,749)	\$28	11.3%
Female	\$228 (N = 1,458)	\$250 (N = 1,406)	\$22	9.6%
Race				
White	\$245 (N = 3,958)	\$260 (N = 3,730)	\$15	6.1%
All Racial Minorities (For 2013, this included Hispanic or Latino)	\$218 (N = 732)	\$250 (N = 371)	\$32	14.7%
Black or African American	\$220 (N = 132)	\$250 (N = 110)	\$30	13.6%
American Indian or Alaska Native	\$200 (N = 14)	\$250 (N = 24)	\$50	25.0%
Asian	\$230 (N = 107)	\$250 (N = 89)	\$20	8.7%
(above was "Asian/Pacific Islander in 2013)	N/A	~	N/A	N/A
Native Hawaiian or Other Pacific Islander	N/A			
Two or More Races	\$233 (N = 65)	\$264 (N = 74)	\$31	13.2%
Other Race	\$238 (N = 53)	\$250 (N = 70)	\$12	5.0%
Ethnicity				
Hispanic or Latino	\$203 (N = 361)	\$250 (N = 376)	\$47	23.2%
Not Hispanic or Latino	N/A	\$265 (N = 3,721)	N/A	N/A

If multiple rates provided, by practice area, they were averaged for overall hourly rate. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category 2013 and 2015 Median Hourly Rate by Years of Experience

Years of Experience	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
2 or less years	\$185 (N = 590)	\$200 (N = 475)	\$15	8.1%
3 to 6 years	\$218 (N = 790)	\$250 (N = 759)	\$32	14.7%
7 to 10 years	\$239 (N = 533)	\$250 (N = 483)	\$11	4.6%
11 to 15 years	\$245 (N = 498)	\$258 (N = 483)	\$13	5.4%
16 to 20 years	\$261 (N = 437)	\$300 (N = 382)	\$39	14.9%
21 to 25 years	\$264 (N = 504)	\$300 (N = 383)	\$36	13.6%
Over 25 years	\$281 (N = 1,399)	\$300 (N = 1,194)	\$19	6.8%

Note: Years of experience based on year first licensed in any jurisdiction.

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category

2013 and 2015 Median Hourly Rate by Age

Age	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
21 to 25 years	\$150 (N = 26)	\$180 (N = 49)	\$30	20.0%
26 to 30 years	\$192 (N = 624)	\$200 (N = 567)	\$8	4.2%
31 to 35 years	\$227 (N = 686)	\$250 (N = 672)	\$23	10.1%
36 to 40 years	\$237 (N = 512)	\$250 (N = 466)	\$13	5.5%
41 to 45 years	\$240 (N = 499)	\$254 (N = 444)	\$14	5.9%
46 to 50 years	\$262 (N = 500)	\$290 (N = 398)	\$28	10.7%
51 to 55 years	\$268 (N = 530)	\$275 (N = 426)	\$7	2.6%
56 to 60 years	\$269 (N = 546)	\$300 (N = 428)	\$31	11.5%
61 to 65 years	\$270 (N = 397)	\$300 (N = 367)	\$30	11.1%
More than 65 years	\$279 (N = 401)	\$300 (N = 325)	\$21	7.5%

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category 2013 and 2015 Median Hourly Rates by Firm Size

Firm Size	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Solo Practitioners	\$230 (N = 1,539)	\$250 (N = 1,101)	\$20	8.7%
2 to 5 attorneys	\$237 (N = 1,336)	\$250 (N = 1,101)	\$13	5.5%
6 to 10 attorneys	\$236 (N = 488)	\$250 (N = 511)	\$14	5.9%
11 to 24 attorneys	\$231 (N = 468)	\$250 (N = 437)	\$19	8.2%
25 to 40 attorneys	\$236 (N = 271)	\$250 (N = 264)	\$14	5.9%
41 to 60 attorneys	\$248 (N = 114)	\$280 (N = 123)	\$32	12.9%
61 to 100 attorneys	\$266 (N = 129)	\$257 (N = 84)	-\$9	-3.5%
101 to 200 attorneys	\$304 (N = 117)	\$333 (N = 93)	\$29	9.6%
201 to 400	\$378 (N = 117)	\$359 (N = 137)	-\$19	-5.1%
More than 400 attorneys	\$452 (N = 347)	\$425 (N = 318)	-\$27	-6.0%

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category 2013 and 2015 Median Hourly Rates by Practice Area

Practice Area	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Administrative and Public	\$243 (N = 132)	\$271 (N = 88)	\$28	11.6%
ADR	\$278 (N = 65)	\$300 (N = 30)	\$22	7.9%
Antitrust	\$463 (N = 19)	\$485 (N = 13)	\$22	4.8%
Appellate	\$258 (N = 190)	\$295 (N = 162)	\$37	14.3%
Aviation	\$230 (N = 11)	\$310 (N = 11)	\$80	34.8%
Bankruptcy	\$259 (N = 218)	\$300 (N = 106)	\$41	15.8%
Business	\$248 (N = 841)	\$285 (N = 879)	\$37	14.9%
Construction	\$235 (N = 197)	\$250 (N = 215)	\$15	6.4%
Consumer	\$233 (N = 128)	\$243 (N = 88)	\$10	4.1%
Creditor-Debtor	\$211 (N = 200)	\$250 (N = 159)	\$39	18.5%
Criminal	\$190 (N = 519)	\$200 (N = 149)	\$10	5.3%
Elder Law	\$228 (N = 97)	\$250 (N = 58)	\$22	9.6%
Entertainment	\$307 (N = 15)	\$300 (N = 19)	-\$7	-2.3%
Environmental	\$321 (N = 59)	\$308 (N = 54)	-\$14	-4.2%
Ethics-Legal Malpractice	\$279 (N = 29)	\$273 (N = 30)	-\$7	-2.3%
Family	\$227 (N = 1,071)	\$250 (N = 916)	\$23	10.1%
Government/Administrative	\$196 (N = 143)	\$225 (N = 126)	\$29	14.8%
Health Care	\$247 (N = 116)	\$255 (N = 112)	\$8	3.2%
Immigration	\$196 (N = 87)	\$270 (N = 12)	\$74	37.8%

Note: Attorneys could report working in more than one practice area. For example, if an attorney reported working in both family law and criminal law they were counted in both.

2015 HOURLY RATE FACT SHEET

Hourly Rates by Demographic Category 2013 and 2015 Median Hourly Rates by Practice Area (Continued)

Practice Area	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
Insurance	\$183 (N = 269)	\$195 (N = 271)	\$12	6.6%
Intellectual Property	\$331 (N = 267)	\$365 (N = 208)	\$34	10.3%
International	\$350 (N = 36)	\$385 (N = 31)	\$35	10.0%
Juvenile	\$147 (N = 47)	\$100 (N = 27)	-\$47	-32.0%
Labor-Employment	\$256 (N = 335)	\$278 (N = 282)	\$22	8.4%
Law Office Management	\$241 (N = 15)	~	N/A	N/A
Litigation: Commercial	\$265 (N = 1,299)	\$283 (N = 1,209)	\$18	6.6%
Litigation: Personal Injury	\$189 (N = 599)	\$185 (N = 431)	-\$4	-2.1%
Military	~	~	N/A	N/A
Oil & Gas	\$240 (N = 350)	\$255 (N = 302)	\$15	6.3%
Other	\$237 (N = 265)	\$260 (N = 183)	\$23	9.7%
Public Utility Law	\$259 (N = 44)	\$308 (N = 30)	\$49	18.7%
Real Estate	\$237 (N = 731)	\$250 (N = 612)	\$13	5.5%
School Law	\$208 (N = 56)	\$225 (N = 48)	\$17	8.2%
Securities Law	\$338 (N = 83)	\$385 (N = 78)	\$47	13.9%
Social Security Law	\$194 (N = 12)	~	N/A	N/A
Taxation	\$292 (N = 151)	\$350 (N = 172)	\$58	19.9%
Technology	\$290 (N = 30)	\$375 (N = 25)	\$85	29.3%
Wills-Trusts-Probate	\$232 (N = 867)	\$250 (N = 602)	\$18	7.8%

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Geographic Region

2013 and 2015 Median Hourly Rates by Region

Region	Median Hourly Rates		Change from 2013 to 2015	
	2013	2015	Difference	Percent Change
All Metropolitan Regions	\$243 (N = 4,234)	\$263 (N = 3,644)	\$20	8.2%
Houston-The Woodlands-Sugarland MSA	\$249 (N = 1,257)	\$275 (N = 1,134)	\$26	10.4%
Dallas-Fort Worth-Arlington MSA	\$249 (N = 1,368)	\$275 (N = 1,144)	\$26	10.4%
Austin-Round Rock MSA	\$259 (N = 574)	\$300 (N = 449)	\$41	15.8%
San Antonio-New Braunfels MSA	\$225 (N = 358)	\$250 (N = 341)	\$25	11.1%
El Paso MSA	\$203 (N = 61)	\$200 (N = 62)	-\$3	-1.5%
Corpus Christi MSA	\$229 (N = 59)	\$250 (N = 50)	\$21	9.2%
Beaumont-Port Arthur MSA	\$218 (N = 46)	\$232 (N = 42)	\$14	6.4%
Central Texas MSAs	\$199 (N = 55)	\$225 (N = 51)	\$26	13.1%
East & NE Texas MSAs	\$225 (N = 162)	\$250 (N = 139)	\$25	11.1%
South Texas MSAs	\$198 (N = 97)	\$225 (N = 79)	\$27	13.6%
West Texas MSAs	\$224 (N = 197)	\$225 (N = 153)	\$1	0.4%
Non-Metro Areas	\$199 (N = 191)	\$240 (N = 154)	\$41	20.6%
Out of State/Country	\$269 (N = 251)	\$295 (N = 278)	\$26	9.7%

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region

2015 Median Hourly Rates

2015 Median Hourly Rates by Practice Area by Region													
Practice Area by	Houston-The Woodlands Sugarland	Dallas-Fort Worth-Arlington n MSA	Austin-Round Rock MSA	San Antonio-New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont-t-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State/Country
Administrative and Public	\$300 (N = 15)	\$250 (N = 13)	\$300 (N = 37)	\$200	~	~	~	~	~	~	~	~	\$208
ADR	\$350 (N = 8)	\$385 (N = 8)	~	~	~	~	~	~	~	~	~	~	~
Antitrust	~	~	~	~	~	~	~	~	~	~	~	~	~
Appellate	\$325 (N = 45)	\$275 (N = 46)	\$340 (N = 19)	\$250 (N = 9)	~	~	~	~	~	~	\$195 (N = 11)	~	\$198 (N = 12)
Aviation	~	~	~	~	~	~	~	~	~	~	~	~	~
Bankruptcy	\$300 (N = 31)	\$340 (N = 39)	~	~	~	~	~	~	~	~	~	~	\$355 (N = 8)
Business	\$300 (N = 240)	\$300 (N = 282)	\$300 (N = 79)	\$278 (N = 62)	\$245 (N = 8)	\$250 (N = 7)	\$275 (N = 9)	\$250 (N = 10)	\$250 (N = 36)	\$250 (N = 11)	\$225 (N = 34)	\$238 (N = 18)	\$305 (N = 63)
Construction	\$240 (N = 59)	\$250 (N = 71)	\$275 (N = 21)	\$250 (N = 23)	~	~	~	~	~	\$200 (N = 8)	~	~	\$280 (N = 11)
Consumer	\$200 (N = 20)	\$225 (N = 25)	\$275 (N = 9)	\$250 (N = 7)	~	~	~	~	~	~	~	~	\$250 (N = 9)
Creditor-Debtor	\$250 (N = 45)	\$265 (N = 45)	\$250 (N = 10)	\$200 (N = 11)	~	~	~	~	\$250 (N = 6)	~	\$195 (N = 9)	~	\$230 (N = 13)
Criminal	\$200 (N = 27)	\$238 (N = 30)	\$190 (N = 8)	\$200 (N = 14)	~	~	~	~	\$160 (N = 7)	~	\$175 (N = 6)	\$175 (N = 20)	\$238 (N = 12)
Elder Law	\$233 (N = 8)	\$250 (N = 17)	\$263 (N = 8)	\$225 (N = 7)	~	~	~	~	~	~	~	\$225 (N = 6)	~
Entertainment	~	\$300 (N = 7)	~	~	~	~	~	~	~	~	~	~	~

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region (continued)

2015 Median Hourly Rates

2015 Median Hourly Rates by Practice Area by Region (Continued)													
Practice Area by Region	Houston- The Woodlands -Sugarland MSA	Dallas- Fort Worth- Arlington MSA	Austin- Round Rock MSA	San Antonio- New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont -Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non- Metro Areas	Out of State/ Country
Environmental	\$388 (N = 12)	\$418 (N = 6)	\$300 (N = 16)	~	~	~	~	~	~	~	~	~	\$330 (N = 12)
Ethics-Legal Malpractice	\$350 (N = 7)	\$240 (N = 12)	~	~	~	~	~	~	~	~	~	~	~
Family	\$260 (N = 219)	\$250 (N = 242)	\$268 (N = 82)	\$225 (N = 98)	\$213 (N = 10)	\$213 (N = 8)	\$200 (N = 7)	\$219 (N = 26)	\$250 (N = 47)	\$250 (N = 17)	\$250 (N = 38)	\$250 (N = 61)	\$250 (N = 23)
Government/Administrative	\$250 (N = 24)	\$213 (N = 24)	\$263 (N = 24)	\$238 (N = 6)	~	~	~	~	~	\$200 (N = 10)	~	\$225 (N = 7)	\$225 (N = 8)
Health Care	\$200 (N = 17)	\$240 (N = 32)	\$340 (N = 16)	\$180 (N = 15)	~	~	~	~	~	~	~	~	\$300 (N = 10)
Immigration	\$295 (N = 6)	~	~	~	~	~	~	~	~	~	~	~	~
Insurance	\$200 (N = 92)	\$185 (N = 61)	\$213 (N = 24)	\$175 (N = 20)	\$175	~	~	~	~	\$200 (N = 7)	\$190 (N = 7)	~	\$185 (N = 27)
Intellectual Property	\$345 (N = 48)	\$370 (N = 68)	\$400 (N = 39)	~	~	~	~	~	\$350 (N = 9)	~	~	~	\$400 (N = 25)
International	\$435 (N = 13)	\$313 (N = 6)	~	~	~	~	~	~	~	~	~	\$100	\$525 (N = 7)
Juvenile	~	\$100 (N = 8)	~	~	~	~	~	~	~	~	~	~	~
Labor-Employment	\$285 (N = 65)	\$280 (N = 81)	\$300 (N = 33)	\$258 (N = 24)	\$205 (N = 10)	~	~	~	\$240 (N = 9)	\$225 (N = 10)	\$225 (N = 6)	~	\$300 (N = 21)
Law Office Management	~	~	~	~	~	~	~	~	~	~	~	~	~
Litigation: Commercial	\$295 (N = 367)	\$300 (N = 350)	\$300 (N = 101)	\$263 (N = 83)	\$275 (N = 17)	\$250 (N = 13)	\$250 (N = 15)	\$250 (N = 13)	\$250 (N = 38)	\$275 (N = 22)	\$250 (N = 43)	\$250 (N = 31)	\$320 (N = 77)

Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region (continued)

2015 Median Hourly Rates

2015 Median Hourly Rates by Practice Area by Region
(Continued)

Practice Area by Region	Houston-The Woodlands-Sugarland MSA	Dallas-Fort Worth-Arlington MSA	Austin-Round Rock MSA	San Antonio-New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State/ Country
Litigation, Personal	\$200 (N = 135)	\$185 (N = 104)	\$200 (N = 20)	\$175 (N = 42)	\$160 (N = 13)	\$160 (N = 11)	\$200 (N = 11)	~	\$160 (N = 9)	\$175 (N = 15)	\$160 (N = 17)	~	\$200 (N = 29)
Military	~	~	~	~	~	~	~	~	~	~	~	~	~
Oil & Gas	\$300 (N = 100)	\$268 (N = 48)	\$300 (N = 14)	\$250 (N = 17)	~	\$250 (N = 7)	~	~	\$250 (N = 18)	~	\$245 (N = 34)	\$250 (N = 25)	\$275 (N = 19)
Other	\$250 (N = 49)	\$278 (N = 36)	\$250 (N = 19)	\$300 (N = 16)	~	~	~	~	~	\$200	\$225 (N = 9)	\$283 (N = 12)	\$295 (N = 22)
Public Utility Law	~	~	\$320 (N = 12)	~	~	~	~	~	~	~	~	~	~
Real Estate	\$275 (N = 150)	\$285 (N = 162)	\$275 (N = 60)	\$250 (N = 57)	\$213 (N = 10)	\$250 (N = 11)	\$250 (N = 9)	\$250	\$250 (N = 20)	\$250 (N = 11)	\$200 (N = 18)	\$200 (N = 44)	\$275 (N = 35)
School Law	\$250 (N = 9)	\$205 (N = 11)	\$249 (N = 6)	~	~	~	~	~	~	~	~	~	\$465 (N = 7)
Securities Law	\$400 (N = 26)	\$375 (N = 23)	\$375 (N = 15)	~	~	~	~	~	~	~	~	~	~
Social Security Law	~	~	~	~	~	~	~	~	~	~	~	~	~
Taxation	\$350 (N = 62)	\$400 (N = 42)	\$325 (N = 20)	\$288 (N = 12)	~	~	~	~	~	~	~	~	\$325 (N = 16)
Technology	~	\$350 (N = 9)	\$368 (N = 8)	~	~	~	~	~	~	~	~	~	~
Wills-Trusts-Probate	\$275 (N = 147)	\$275 (N = 134)	\$275 (N = 48)	\$250 (N = 65)	\$225 (N = 7)	\$213 (N = 14)	\$250 (N = 7)	~	\$250 (N = 11)	\$260 (N = 9)	\$250 (N = 32)	\$250 (N = 58)	\$300 (N = 15)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Geographic Region by Firm Size

2015 Median Hourly Rates

Firm Size by Region	2015 Hourly Rate Fact Sheet									
	Solo Practitioners	2 to 5 attorneys	6 to 10 attorneys	11 to 24 attorneys	25 to 40 attorneys	41 to 60 attorneys	61 to 100 attorneys	101 to 200 attorneys	201 to 400 attorneys	Over 400 attorneys
Houston-The Woodlands-Sugarland MSA	\$250 (N = 264)	\$250 (N = 306)	\$250 (N = 133)	\$270 (N = 118)	\$250 (N = 65)	\$253 (N = 20)	\$246 (N = 32)	\$350 (N = 33)	\$354 (N = 42)	\$450 (N = 107)
Dallas-Fort Worth-Arlington MSA	\$275 (N = 265)	\$270 (N = 301)	\$250 (N = 126)	\$228 (N = 112)	\$250 (N = 86)	\$335 (N = 53)	\$295 (N = 27)	\$360 (N = 25)	\$345 (N = 41)	\$392 (N = 99)
Austin-Round Rock MSA	\$268 (N = 110)	\$297 (N = 122)	\$300 (N = 58)	\$295 (N = 44)	\$250 (N = 23)	\$285 (N = 11)	\$250 (N = 7)	\$305 (N = 8)	\$408 (N = 22)	\$459 (N = 40)
San Antonio-New Braunfels MSA	\$250 (N = 107)	\$225 (N = 93)	\$216 (N = 50)	\$215 (N = 40)	\$210 (N = 8)	\$263	~	~	\$293 (N = 7)	\$421 (N = 16)
El Paso MSA	\$250 (N = 17)	\$200 (N = 27)	~	\$171 (N = 8)	~	~	~	~	~	~
Corpus Christi MSA	\$250 (N = 27)	\$225 (N = 14)	\$208 (N = 10)	~	~	~	~	~	~	~
Beaumont-Port Arthur MSA	\$230 (N = 9)	\$225 (N = 14)	\$264 (N = 6)	~	~	~	~	~	~	~
Central Texas MSAs	\$213 (N = 15)	\$200 (N = 13)	~	\$225 (N = 10)	~	~	~	~	~	~
East & NE Texas MSAs	\$250 (N = 48)	\$250 (N = 54)	\$250 (N = 19)	\$248 (N = 14)	~	~	~	~	~	~
South Texas MSAs	\$225 (N = 27)	\$230 (N = 21)	\$188 (N = 11)	\$200 (N = 14)	~	~	~	~	~	~
West Texas MSAs	\$225 (N = 34)	\$200 (N = 35)	\$224 (N = 22)	\$209 (N = 28)	\$241 (N = 20)	\$205 (N = 10)	~	~	~	~
Non-Metro Areas	\$200 (N = 79)	\$250 (N = 59)	\$250 (N = 10)	~	~	~	~	~	~	~
Out of State/Country	\$256 (N = 52)	\$275 (N = 50)	\$225 (N = 33)	\$288 (N = 26)	\$250 (N = 25)	\$308 (N = 9)	\$270 (N = 9)	\$308 (N = 12)	\$368 (N = 19)	\$465 (N = 39)

Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

APPENDIX**Method****Data Collection**

Attorney hourly rate information was collected in the Texas Attorney Survey – Status 2015. The questionnaire (Appendix A) was emailed on March 21, 2016, to 94,150 active attorneys licensed by the State Bar of Texas, maintaining active membership in the State Bar of Texas, and who did not opt out of receiving survey mailings.

The survey's results are presented in part by geographic region, which is broken down into 13 economic areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget.

Response Rate

The cutoff date of the survey was April 18, 2016. As of the deadline there were 11,793 who completed the questionnaire, for an overall response rate of 12.5 percent. Response rates for each region are shown in the table below. Information below is on respondents who provided information on the county they practiced in.

	Active State Bar of Texas Members	2015 Hourly Rate Fact Sheet - Response Rates			
		% of State Bar Membership	SBOT Survey Respondents	% of Respondents	Response Rate
Houston-The Woodlands-Sugarland MSA	28,224	28.6%	2,711	29.1%	9.6%
Dallas-Fort Worth-Arlington MSA	26,853	27.2%	2,704	29.0%	10.1%
Austin-Round Rock MSA	11,781	11.9%	1,411	15.1%	12.0%
San Antonio-New Braunfels MSA	6,754	6.8%	799	8.6%	11.8%
El Paso MSA	1,278	1.3%	161	1.7%	12.6%
Corpus Christi MSA	1,088	1.1%	134	1.4%	12.3%
Beaumont-Port Arthur MSA	795	0.8%	84	0.9%	10.6%
Central Texas MSAs	1,034	1.0%	140	1.5%	13.5%
East & NE Texas MSAs	2,270	2.3%	284	3.0%	12.5%
South Texas MSAs	1,923	1.9%	219	2.3%	11.4%
West Texas MSAs	2,540	2.6%	332	3.6%	13.1%
Non-Metro Areas	3,417	3.5%	395	4.2%	11.6%
Out of State/Country	10,714	10.9%	1,069	11.5%	10.0%
Total attorneys identified by work location	98,671	100.0%	10,443	100.0%	10.6%
Response rate including all attorneys who responded, even if not identified by location			11,793		12.5%

*Numbers are based on attorneys who have reported the county they practiced in.

1 Houston-The Woodlands-Sugar Land MSA

2 Dallas-Fort Worth-Arlington MSA

3 Austin-Round Rock MSA

4 San Antonio-New Braunfels MSA

5 EL PASO MSA

6 Corpus Christi MSA

7 Beaumont-Port Arthur MSA

Central Texas MSAs

McLennan
Falls

Bell
Coryell
Lampasas

10 College Station-Bryan MSA

11 LongviewMSA

12 Sherman-Denison MSA

Bowie

Smith

Goliad
Victoria

Archer
Clay
Wichita

17 Brownsville-Harlingen MSA
Cameron

Webb

Arg-Mission MSA
Hidalgo

20 Abilene MSA

21 *Amarillo MSA*

22 Lubbock MSA

23 Midland MSA

24 Odessa MSA

25 San Angelo MSA

Irion
Tom Green

2015 HOURLY RATE FACT SHEET

26 Non-Metropolitan Counties

Anderson	Franklin	Llano	Terrell
Andrews	Freestone	Loving	Terry
Angelina	Frio	Madison	Throckmorton
Bailey	Garza	Marion	Titus
Baylor	Gillespie	Mason	Trinity
Bee	Glasscock	Matagorda	Tyler
Blanco	Gonzales	Maverick	Upton
Borden	Gray	McCulloch	Uvalde
Bosque	Grimes	McMullen	Val Verde
Brewster	Hale	Menard	Van Zandt
Briscoe	Hall	Milam	Walker
Brooks	Hamilton	Mills	Ward
Brown	Hansford	Mitchell	Washington
Burnet	Hardeman	Montague	Wharton
Calhoun	Harrison	Moore	Wheeler
Camp	Hartley	Morris	Wilbarger
Cass	Haskell	Motley	Willacy
Castro	Hemphill	Nacogdoches	Winkler
Cherokee	Henderson	Navarro	Wood
Childress	Hill	Nolan	Yoakum
Cochran	Hockley	Ochiltree	Young
Coke	Hopkins	Palo Pinto	Zapata
Coleman	Houston	Panola	Zavala
Collingsworth	Howard	Parmer	
Colorado	Hutchinson	Pecos	
Comanche	Jack	Polk	
Concho	Jackson	Presidio	
Cooke	Jasper	Rains	
Cottle	Jeff Davis	Reagan	
Crane	Jim Hogg	Real	
Crockett	Jim Wells	Red River	
Culberson	Karnes	Reeves	
Dallam	Kenedy	Refugio	
Dawson	Kent	Roberts	
Deaf Smith	Kerr	Runnels	
Delta	Kimble	Sabine	
De Witt	King	San Augustine	
Dickens	Kinney	San Jacinto	
Dimmit	Kleberg	San Saba	
Donley	Knox	Schleicher	
Duval	Lamar	Seely	
Eastland	Lamb	Shackelford	
Edwards	La Salle	Shelby	
Erath	Lavaca	Sherman	
Fauntin	Lee	Starr	
Fayette	Leon	Stephens	
Fisher	Limestone	Sterling	
Floyd	Lipscomb	Stonewall	
Foard	Live Oak	Sutton	
		Swisher	



State Bar of Texas Attorney Survey -- Status 2015

MAILING

Dear Attorney,

The State Bar of Texas needs your help! **Complete the 2015 Texas Attorney Survey and you could win one of five prizes.** Two-hundred participants will each win \$10 gift cards, two participants will win an Apple iPad Pro, and two will receive a pair of tickets to one of the following events:

- Dallas Cowboys Regular Season Home Game (game to be determined once schedule is available)
- Houston Texans Regular Season Home Game (game to be determined once schedule is available)
- NASCAR Chase for the Sprint Cup AAA Texas 500 Race
- Suite tickets including food and beverage
- VIP credentials into garage/pit area

The Texas Attorney Survey is conducted every other year to provide Texas attorneys with information about the economics of the practice of law. Reports generated from this survey will include detailed breakdowns of income, hourly rates, pro bono services, law school and career satisfaction, and State Bar of Texas Member Services. Results of this survey will be made available at texasbar.com/research.

This year the State Bar of Texas teamed up with Texas A&M University to include questions that touch on the economic and non-economic value of a law degree and career satisfaction. This information should help to provide prospective law students, law schools, and members of the bar with insight on how legal education affects an attorney's career.

This survey is anonymous, and the process is secure. Your email address will be used for the drawings and will then be deleted and not associated with your responses.

Completion of the survey takes about four to eight minutes, depending on your occupation and pro bono experience. **Please complete the survey by 5 p.m. Monday, April 4, 2016.**

Your participation will help ensure you and other Texas attorneys have the most current economic information available.

If you have any questions please feel free to call us at (800) 204-2222, ext. 1724 or email us at research@texasbar.com. Thank you for your help.

Sincerely,
Cory Squires
State Bar of Texas Department of Research and Analysis

SURVEY QUESTIONS**INSTRUCTIONS**

Each question can be answered by simply selecting a response or filling in a blank. These questions are for information related to calendar year 2015.

Completion of the survey should take, on average, 5 minutes.

Responses will be saved, you may close the survey and return later to complete if needed.

Please complete this questionnaire by 5 p.m. Monday, April 4, 2016.

Thank you for your participation.

PRIMARY OCCUPATION

1. For 2015, what was your primary occupation?

- ☐ Private law practice
- ☐ For-profit corporate/in-house counsel
- ☐ Non-profit corporate/in-house counsel
- ☐ Full-time judge
- ☐ Other judicial branch
- ☐ Government attorney
- ☐ Law faculty
- ☐ Public interest lawyer
- ☐ Other law related
- ☐ Non-law related
- ☐ Unemployed/Looking for work
- ☐ Unemployed/not looking for work
- ☐ Retired/not working
- ☐ Was not licensed to practice in 2015
- ☐ Other

2. If applicable, what was your job title in 2015?

3. In calendar year 2015, did you work:

- ☐ Full-time
- ☐ Part-time
- ☐ By Contract
- ☐ Not Applicable
- ☐ Other

4. What was your approximate gross personal income (including any bonus) during calendar year 2015?

5. If you received a bonus for 2015, what was it?

6. How has your income changed in the last year?

- ☐ Increased significantly
- ☐ Increased moderately
- ☐ Remained steady
- ☐ Decreased moderately
- ☐ Decreased significantly

7. The State Bar of Texas defines pro bono as the provision of the following without an expectation of payment or at a substantially reduced fee:

- ☐ legal services to the poor or to a charitable organization that addresses the needs of the poor,
- ☐ services that improve the legal process or availability of legal services to the poor,
- ☐ legislative, administrative or advocacy for the poor,
- ☐ unsolicited, involuntary court appointments.

The Bar's pro bono policy does not define poor; however, it encourages attorneys to serve clients that would qualify for legal aid who live at or below 125% of the federal poverty guidelines (\$14,850 for single person, \$30,375 for family of 4).

Did you provide any of the above pro bono services in calendar year 2015? ☐ Yes ☐ No

PRIVATE PRACTITIONER – PRACTICE AREA INFORMATION

If not a private practitioner, please proceed to question 12.

8. For 2015, if you were in private law practice, how many attorneys, including yourself, worked in your firm? (Please include attorneys at all locations of your firm in the total.) _____
- Number of attorneys (can be approximate): _____

9. For 2015, if you worked as a private law practitioner, please list the areas of practice that account for 25 percent or more of the time you spent practicing law, how you billed for your services, and the typical rate or fee (if applicable) you charged in each area.
(For billing method please specify whether it was an hourly rate, flat fee, contingency fee, or other)

Practice Area	Billing Method	Rate	Percent of Practice
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

10. Please provide the following information on the average number of actual and billable hours worked per week, as an attorney in 2015:

Actual hours worked per week	Billable hours worked per week
_____	_____

11. Please specify your position in calendar year 2015 as a private practitioner:
- | | | | | |
|----------------------------|----------------------------|------------------------------|-----------------------------|-----------------------------|
| _____ Sole Practitioner | _____ First-Year Associate | _____ Second-Year Associate | _____ Third-Year Associate | _____ Fourth-Year Associate |
| _____ Fifth-Year Associate | _____ Sixth-Year Associate | _____ Seventh-Year Associate | _____ Eighth-Year Associate | _____ Of Counsel |
| _____ Non-Equity Partner | _____ Equity Partner | _____ Managing Partner | _____ Other | |

12. What professional licenses or certificates, if any, do you have other than your law license?

13. Did you provide professional services other than legal services in 2015? Yes _____ No _____

14. If yes, what other types of professional services did you provide?

_____ Real Estate Sales/Development/Management
_____ Insurance Sales
_____ Accounting
_____ Financial Planning
_____ Investment Advisor
_____ Registered Securities Representative
_____ Other

PRO BONO

If you answered "no" to question 7, please proceed to question 19.

Please take a moment to answer a few questions on the pro bono services you performed in 2015. This data will be used to highlight how Texas attorneys are doing their part to help low-income people in our state. Historically, Texas attorneys perform about 2.4 million hours of pro bono services each year.

15. Did you provide any free legal services to the poor in 2015? (Do not include cases where your clients failed to pay you.) Yes ☐ No ☐

If so, approximately how many total hours did you provide? _____

Approximately how many hours were for:
Please note that these categories do not need to sum to the total hours provided.

Civil Matters ☐
Criminal Matters ☐
Unsolicited Court Appointments ☐
Legal services to a charitable organization for the poor ☐
Legislative, administrative, or systems advocacy for the poor ☐
Legal services to simplify or improve quality of legal services to the poor ☐

16. Did you provide any legal services at a substantially reduced fee that benefited the poor in 2015? (Do not include cases where your clients failed to pay you.) Yes ☐ No ☐

If so, approximately how many total hours did you provide? _____

Approximately how many hours were for:
Please note that these categories do not need to sum to the total hours provided.

Civil Matters ☐
Criminal Matters ☐
Unsolicited Court Appointments ☐

17. Did you pay actual out-of-pocket expenses related to pro bono or legal services to the poor in 2015? Yes ☐ No ☐

If so, what was the approximate total amount of the out-of-pocket expenses that you paid in 2015? _____

18. Did you make any direct financial contributions related to legal services to the poor in 2015? Yes ☐ No ☐

If so, what was the approximate total amount of the financial contribution you paid in 2015? _____

18. If you have any comments or suggestions about pro bono services please provide them below:

VOLUNTARY DEMOGRAPHICS

The following voluntary demographic information is used to provide detailed economic trends and measure diversity in the practice of law in Texas. The State Bar of Texas follows the U.S. Census Bureau and U.S. Equal Employment Opportunity guidelines for collecting information on sex and race/ethnicity.

19. In which Texas County was a majority of your work performed (in 2015)?

If majority was out-of-state or out-of-country, please note that below.

20. Years of experience as an attorney, up to and including calendar year 2015:

- ☐ 2 or less years
- ☐ 7 to 10 years
- ☐ 16 to 20 years
- ☐ More than 25 years

21. Age:

- ☐ 21 to 25 years
- ☐ 31 to 35 years
- ☐ 41 to 45 years
- ☐ 51 to 55 years
- ☐ 61 to 65 years
- ☐ More than 65 years

22. Sex:

- ☐ Male
- ☐ Female

23. Ethnicity:

- ☐ Hispanic or Latino
- ☐ Not Hispanic or Latino

24. Race:

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ Two or More Races
- ☐ Other

LAW SCHOOL/CAREER SATISFACTION

The purpose of these questions is to study the economic and non-economic value of a law degree and the associated attorney satisfaction with careers and decisions to attend law school. This information will help provide prospective law students and members of the bar with important information about legal careers in Texas.

25. Which of the following best describes your undergraduate major?

- ☐ Business
- ☐ Criminal justice or law enforcement
- ☐ Engineering
- ☐ Other _____
- ☐ Humanities
- ☐ Physical science or mathematics
- ☐ Social sciences

26. Which of the following best describes your class rank upon graduation from college?

- ☐ Top 10th percentile
- ☐ Top 25th percentile
- ☐ Top 50th percentile
- ☐ Top 75th percentile
- ☐ Don't know

27. Which of the following best describes your class rank upon graduation from law school?

- ☐ Top 10th percentile
- ☐ Top 25th percentile
- ☐ Top 50th percentile
- ☐ Top 75th percentile
- ☐ Don't know

28. Approximately how much student loan debt did you incur during law school?

- ☐ None
- ☐ \$1,000 - \$24,999
- ☐ \$25,000 - \$49,999
- ☐ \$50,000 - \$74,999
- ☐ \$75,000 - \$99,999
- ☐ \$100,000 or more

29. At this point in your career, how much remaining law school debt do you have?

- ☐ None
- ☐ \$1,000 - \$24,999
- ☐ \$25,000 - \$49,999
- ☐ \$50,000 - \$74,999
- ☐ \$75,000 - \$99,999
- ☐ \$100,000 or more

30. On a scale of 1 to 5 please provide your level of satisfaction on the following questions?

Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).

How satisfied are you with your decision to have attended law school? _____

How satisfied are you with your career? _____

STATE BAR OF TEXAS MEMBER SERVICES

The State Bar of Texas offers many services to help attorneys in both their professional and personal lives. Within these services you can find access to hundreds of useful programs. The following questions will help measure both awareness of and satisfaction with the current services available to you. In addition, your feedback will help the State Bar understand what services you would like to see offered in the future.

31. Please provide information on your experience using the following State Bar of Texas Member Services

Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).

[Satisfaction scale: 1-Very Dissatisfied, 2-Somewhat Dissatisfied, 3-Neither Satisfied nor Dissatisfied, 4-Somewhat Satisfied, 5-Very Satisfied.

Awareness scale: 1-Aware of service but have no experience, 2-I am not aware of this service]

Service **Are you aware of the service** **Satisfaction**

(Y/N)

Texas Bar CLE		
Client Attorney Assistance Program (CAAP)		
State Bar of Texas Advertising Review		
Texas Lawyers' Assistance Program (TLAP)		
State Bar of Texas Member Benefit Program		
Texas Bar Journal		
Texas Bar Career Center		
Texas Bar Private Insurance Exchange		
Free Legal Research (Fastcase, Casemaker)		
Lawyer Referral and Information Services (LRIS)		
Law Practice Management Program		
State Bar of Texas Attorney Ethics Hotline		

32. Overall, how would you rate the TexasBarCLE's CLE offerings compared with those of other CLE providers?

Please rate the following on a scale of 1 to 5 (1 being Much Worse and 5 being Much Better)

- Live courses
- Live webcasts
- 24/7 online classes
- Downloadable audio MP3s of programs
- Online library of CLE articles
- Course books

33. Please rate the level of importance of each consideration when choosing a particular CLE program:

Please rate the following on a scale of 1 to 5 (1 being Not at all Important and 5 being Very Important)

- Number of MCLE hours
- Course format
- Registration Fee
- Topics relevant to my practice
- Speakers' reputation or expertise
- Length of course
- Location of course
- Course amenities
- Networking

STATE BAR OF TEXAS MEMBER SERVICES CONTINUED

34. How do you currently obtain your major medical health insurance?

- ☐ Through the Texas Bar Private Insurance Exchange
- ☐ Local Agent/Broker
- ☐ Direct through Insurance Carrier
- ☐ HealthCare.gov
- ☐ Through my Employer
- ☐ I do not currently have major medical health insurance
- ☐ Other _____

35. Do you carry any of the following types of insurance?

- ☐ Professional Liability ("Legal Malpractice") Insurance
- ☐ Other Non-Legal Professional Liability ("E&O") Insurance
- ☐ Cyber Breach Liability Insurance
- ☐ Business Owners Insurance
- ☐ Employment Practices Liability Insurance
- ☐ Other _____

Please select all that apply.

36. Please indicate whether you have reached out to the Texas Lawyers' Assistance Program (TLAP), on behalf of a lawyer or judge for one of the following mental health or substance use disorders

Check all that apply.

- ☐ Depression
- ☐ Anxiety
- ☐ Alcohol abuse
- ☐ Drug abuse
- ☐ Suicidal ideation
- ☐ Age-related cognitive impairment
- ☐ Have not referred anyone
- ☐ Other _____

37. Please indicate any benefits and/or vendors you would like to see offered through the State Bar of Texas Member Benefit Program.

38. If you have any additional comments regarding the information collected with this survey, please provide them below: